



THE COMMONWEALTH OF MASSACHUSETTS
EXECUTIVE OFFICE FOR ADMINISTRATION AND FINANCE
HUMAN RESOURCES DIVISION
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JEFF McCUE
Assistant Secretary
Chief Human Resources Officer

MEMORANDUM

TO: Cabinet Secretaries, Chiefs of Staff, Agency Heads and Departmental Human Resources Directors, Labor Relations Directors, Payroll and Budget Staff with Employees in Bargaining Units 1, 3 and 6

FROM: Jeff McCue, Assistant Secretary, Chief Human Resources Officer
Human Resources Division

ISSUED IN CONJUNCTION WITH: Bran Shim, Budget Director
Executive Office for Administration and Finance
William McNamara, Comptroller
Office of the Comptroller

Bran Shim

Bran Shim (Oct 26, 2021 17:18 EDT)

DATE: October 28, 2021

RE: Implementation of the July 1, 2020 – June 30, 2023 Commonwealth – NAGE Collective Bargaining Agreement

On July 20, 2021, the Commonwealth of Massachusetts's Human Resources Division signed a labor agreement with NAGE, Units 1,3 and 6, for the period of July 1, 2020 to June 30, 2023. On October 20, 2021, funds were appropriated (1599-4448) to cover the incremental cost items for Fiscal Year 2022 as contained in the Agreement (Chapter 76 of the Acts of 2021). The contract was approved by the Legislature and signed by the Governor on October 20, 2021. Supplemental funding (Chapter 76 of the Acts of 2021) authorizes the implementation of the provisions of the new agreement effective November 7, 2021, unless otherwise indicated. This memorandum implements the provisions of the new agreement, including new salary charts effective the pay period that begins November 7, 2021. Information and implementation instructions from the Human Resources Division (HRD), the Office of the Comptroller (CTR) and the Executive Office for Administration and Finance (A&F) are provided herein.

Questions regarding the provisions of the new agreement should be directed to Marianne Dill, Assistant Director, HRD's Office of Employee Relations. Questions regarding the applicability of these provisions to confidential, intermittent, or short-term employees should be directed to Sarah Unsworth, Director of Classification and Compensation, HRD.

A copy of this Implementation Memorandum will be posted on HRD's website at (<https://www.mass.gov/guides/collective-bargaining-agreements-union-contracts>). A fully integrated 2020 – 2023 Collective Bargaining Agreement will be distributed as soon as administratively possible.

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SECTION I CONTRACT CHANGES

**ARTICLE 3
UNION SECURITY**

Section 2

An employee may consent in writing to the authorization of the deduction of union dues from their wages and to the designation of the union as the recipient thereof and may withdraw such consent in accordance with the terms of the membership and dues deduction agreement between the employee and the Union and with the laws of the Commonwealth. Such consent shall be in a form acceptable to the Office of Employee Relations and shall bear the signature of the employee. Said form may be completed online as an electronic form, or completed, printed, and shall be sent to the appropriate agency human resources officer. An employee may withdraw his/her dues check-off authorization by providing notice in writing to the Office of Employee Relations, and the union will be notified immediately of such request to withdraw union dues authorization.

**ARTICLE 8
LEAVE**

Section 13 Paid Family Medical Leave (PFML) (New Section)

Leave granted under the Paid Family Medical Leave Act, M.G.L. c. 175M, which does not otherwise qualify for leave under the FMLA or this Article, shall be used concurrently with the leave granted by this section, to the extent that such leave exceeds the twelve (12) weeks of leave granted by the Federal Law/FMLA.

**ARTICLE 10
HOLIDAYS**

Section 1

The following days shall be holidays for employees:

- New Year's Day
- Martin Luther King Day
- President's Day
- Patriot's Day
- Memorial Day
- Juneteenth National Independence Day**
- Independence Day
- Labor Day
- Columbus Day
- Veteran's Day
- Thanksgiving Day

Christmas Day

**ARTICLE 12
SALARY RATES**

Section 1

The following shall apply to full time employees, including so called TPL A and B employees:

- A. Effective the first full pay period in July 2020, employees who meet the eligibility criteria provided in Section 2 of this article shall receive a two and one-half percent (2.5%) increase in salary rate.**
- B. Effective the first full pay period in July 2021, employees who meet the eligibility criteria provided in Section 2 of this article shall receive a two percent (2%) increase in salary rate.**
- C. Effective the first full pay period in July 2022, employees who meet the eligibility criteria provided in Section 2 of this article shall receive a two percent (2%) increase in salary rate.**
- D. All employees who are currently active upon the date of signing of the NAGE CBA MOU, will receive a one-time COVID Recognition Payment of one and one-half percent (1.5%) of their base salary. (A minimum amount of \$1,000 shall be set for the one-time payment.)**

Section 4

A. Under the terms of this Agreement, an employee shall advance to the next higher salary step in his/her job group until the maximum salary rate is reached, unless he/she is denied such step rate by his/her Appointing Authority. An employee shall progress from one step to the next higher step after each fifty-two (52) weeks of creditable service in a step commencing from the first day of the payroll period immediately following his/her anniversary date.

B. In the event an employee is denied a step rate increase by his/her Appointing Authority, he/she shall be given a written statement of reasons therefore not later than five (5) days preceding the date when the increase would otherwise have taken effect. Time off payroll is not creditable service for the purpose of step rate increases, **except in circumstances when an employee qualifies for Family and Medical Leave (FMLA) Paid Family and Medical Leave (PFML), or any other unpaid leave take pursuant to Article 8.**

ARTICLE 30
DURATION

This Agreement shall be for the three-year period from July 1, **2020** to June 20, **2023** and terms contained herein shall become effective on July 1, **2020** unless otherwise specified. It is expressly understood and agreed upon that subject to ratification by the Units 1, 3 & 6 Membership, the predecessor collective bargaining agreement shall be voided and superseded by all aspects of this collective bargaining agreement.

SECTION II ADMINISTRATIVE INSTRUCTIONS

HR/CMS INSTRUCTIONS

The salary increases for NAGE will be automated in HR/CMS. The Human Resources Division will provide departments with both predictive and updated reports in MobiusView that will facilitate the identification of employees receiving July 2020, July 2021, and July 2022 increase in salary rate and the COVID Recognition Payment.

Retroactive payments for July 2020 and July 2021 will also be automated in HR/CMS. MobiusView reports will be provided for departments to verify and approve.

Detailed instructions will be sent out via the HR/CMS Weekly Bulletin and published on the HR/CMS Knowledge Center SharePoint site for core users.

Questions regarding HR/CMS Instructions should be directed by filing a ticket with ServiceNow HR/CMS HR or at 844-435-7629.

INSTRUCTIONS FROM THE OFFICE OF THE COMPTROLLER

LCM Instructions

To ensure that funding is fully allocated to departments for the purposes of supporting payments described in this memo, departments are urged to post payments in a fashion that takes advantage of LCM predictive reporting. Depending on the dates entered, postings in HR/CMS will be included on the LCM predictive reports, which are run each Sunday, Monday, and Thursday, and are available online via View/DocDirect the following mornings. Departments can monitor the payroll activity for all payroll accounts by viewing the following LCM Predictive Reports:

- NLCFAR1S Predictive Insufficient Funds Payroll Details
- NLCFAR2S Predictive Insufficient Funds Account Details
- NLCMASDS Appropriation Status Report

For all payments, LCM will distribute according to the employee's default distribution record that corresponds to the posting date in HR/CMS. The posting date of Additional pay entries is the current open pay period.

Payments can also be redirected via labor exceptions if authorizing rules are in place. The exceptions must correspond to the posting date. Employees' distribution records and any modifications can be verified in the LCM Employee Activity Folder (EEAF).

Questions regarding LCM Instructions should be directed to the MMARS Helpline at 617-973-2468.

INSTRUCTIONS FROM ADMINISTRATION AND FINANCE

Chapter 76 of the Acts of 2021 include an appropriation (1599-4448) to fund incremental costs of the NAGE, Units 1, 3 & 6 collective bargaining agreement.

Please address questions on A&F policies to Sarah Barrese, Fiscal Policy Analyst, at Sarah.Barrese@mass.gov.

SECTION III SALARY CHARTS

BU 01 Salary Plan (01A/B)		Increase of 2.50% effective 7/5/2020						7	8	9	10	11	12	13	14
Plan	Grade	1	2	3	4	5	6	7	8	9	10	11	12	13	14
01A	01	\$1,188.42	\$1,207.17	\$1,226.29	\$1,245.69	\$1,265.54	\$1,285.66	\$1,306.31	\$1,327.22	\$1,348.57	\$1,370.27	\$1,393.78	\$1,417.75	\$1,442.19	\$1,467.13
01A	02	\$1,208.77	\$1,227.57	\$1,246.69	\$1,266.15	\$1,286.00	\$1,306.18	\$1,326.74	\$1,347.68	\$1,368.97	\$1,390.71	\$1,414.60	\$1,438.98	\$1,463.83	\$1,489.21
01A	03	\$1,226.04	\$1,247.12	\$1,268.66	\$1,290.66	\$1,313.04	\$1,335.92	\$1,359.32	\$1,383.12	\$1,407.52	\$1,432.29	\$1,457.02	\$1,482.22	\$1,507.95	\$1,534.20
01A	04	\$1,256.09	\$1,277.23	\$1,298.73	\$1,320.73	\$1,343.24	\$1,366.12	\$1,389.45	\$1,413.21	\$1,437.52	\$1,462.29	\$1,487.63	\$1,513.52	\$1,539.90	\$1,566.76
01A	05	\$1,275.02	\$1,297.87	\$1,321.29	\$1,345.07	\$1,369.47	\$1,394.34	\$1,419.78	\$1,445.70	\$1,472.18	\$1,499.25	\$1,525.31	\$1,551.92	\$1,579.03	\$1,606.72
01A	06	\$1,315.47	\$1,338.42	\$1,361.85	\$1,385.73	\$1,410.12	\$1,434.98	\$1,460.40	\$1,486.23	\$1,512.72	\$1,539.72	\$1,566.58	\$1,594.03	\$1,622.00	\$1,650.52
01A	07	\$1,345.38	\$1,370.35	\$1,395.97	\$1,422.04	\$1,448.66	\$1,475.97	\$1,503.81	\$1,532.33	\$1,561.35	\$1,591.09	\$1,618.97	\$1,647.48	\$1,676.51	\$1,706.12
01A	08	\$1,373.36	\$1,400.39	\$1,428.03	\$1,456.26	\$1,485.18	\$1,514.70	\$1,544.91	\$1,575.94	\$1,607.59	\$1,639.96	\$1,668.83	\$1,698.28	\$1,728.33	\$1,758.99
01A	09	\$1,419.94	\$1,449.40	\$1,479.57	\$1,510.54	\$1,542.15	\$1,574.63	\$1,607.80	\$1,641.81	\$1,676.63	\$1,712.33	\$1,742.67	\$1,773.59	\$1,805.14	\$1,837.57
01A	10	\$1,469.19	\$1,500.41	\$1,532.43	\$1,565.23	\$1,598.77	\$1,633.18	\$1,668.38	\$1,704.52	\$1,741.48	\$1,779.37	\$1,811.09	\$1,843.79	\$1,877.72	\$1,912.36
01A	11	\$1,515.28	\$1,549.06	\$1,583.85	\$1,619.42	\$1,655.97	\$1,693.48	\$1,731.84	\$1,771.26	\$1,811.72	\$1,853.84	\$1,888.04	\$1,922.84	\$1,958.38	\$1,994.62
01A	12	\$1,575.45	\$1,610.87	\$1,647.25	\$1,684.59	\$1,722.87	\$1,762.13	\$1,802.35	\$1,844.12	\$1,887.76	\$1,932.50	\$1,968.27	\$2,004.73	\$2,041.88	\$2,079.80
01A	13	\$1,655.27	\$1,692.63	\$1,730.87	\$1,770.27	\$1,810.57	\$1,852.64	\$1,896.26	\$1,941.01	\$1,987.02	\$2,034.07	\$2,071.84	\$2,110.34	\$2,149.64	\$2,189.70
01A	14	\$1,717.61	\$1,761.10	\$1,805.65	\$1,852.20	\$1,900.82	\$1,950.82	\$2,002.24	\$2,055.15	\$2,109.53	\$2,165.44	\$2,205.85	\$2,247.05	\$2,289.06	\$2,331.90
01A	15	\$1,794.58	\$1,842.00	\$1,891.90	\$1,943.27	\$1,996.18	\$2,050.57	\$2,106.58	\$2,164.31	\$2,223.68	\$2,284.82	\$2,327.61	\$2,371.20	\$2,415.70	\$2,461.05
01A	15A	\$1,807.87	\$1,859.83	\$1,914.03	\$1,970.01	\$2,027.78	\$2,087.38	\$2,148.83	\$2,212.24	\$2,277.66	\$2,345.15	\$2,389.10	\$2,433.98	\$2,479.71	\$2,526.74
01A	16	\$1,882.57	\$1,935.42	\$1,989.82	\$2,045.89	\$2,103.71	\$2,163.32	\$2,224.68	\$2,287.90	\$2,353.11	\$2,420.26	\$2,465.74	\$2,512.08	\$2,560.73	\$2,611.00
01A	17	\$1,987.18	\$2,042.15	\$2,098.83	\$2,157.18	\$2,217.20	\$2,279.09	\$2,342.85	\$2,408.47	\$2,476.09	\$2,546.66	\$2,596.18	\$2,648.18	\$2,701.16	\$2,755.17
01A	17A	\$2,002.46	\$2,062.10	\$2,123.66	\$2,187.20	\$2,252.81	\$2,320.45	\$2,390.32	\$2,462.39	\$2,537.47	\$2,617.33	\$2,669.77	\$2,723.09	\$2,777.52	\$2,833.09
01A	18	\$2,075.28	\$2,133.81	\$2,194.18	\$2,256.35	\$2,320.42	\$2,386.43	\$2,454.42	\$2,524.74	\$2,599.38	\$2,678.38	\$2,731.94	\$2,786.57	\$2,842.30	\$2,899.14
01A	19	\$2,175.08	\$2,237.35	\$2,301.60	\$2,367.73	\$2,435.93	\$2,506.17	\$2,580.53	\$2,659.52	\$2,741.07	\$2,825.23	\$2,881.74	\$2,939.40	\$2,998.21	\$3,058.17
01A	20	\$2,284.09	\$2,348.41	\$2,414.65	\$2,482.96	\$2,554.35	\$2,630.12	\$2,709.30	\$2,790.89	\$2,874.82	\$2,961.39	\$3,020.61	\$3,081.04	\$3,142.66	\$3,205.50
01A	21	\$2,383.42	\$2,451.81	\$2,522.49	\$2,597.48	\$2,676.88	\$2,758.72	\$2,843.10	\$2,929.95	\$3,019.53	\$3,111.82	\$3,174.02	\$3,237.53	\$3,302.28	\$3,368.31
01A	22	\$2,494.46	\$2,568.30	\$2,646.64	\$2,728.11	\$2,812.07	\$2,898.64	\$2,987.76	\$3,079.75	\$3,174.55	\$3,272.20	\$3,337.68	\$3,404.47	\$3,472.55	\$3,541.98
01A	23	\$2,618.55	\$2,697.43	\$2,778.65	\$2,862.43	\$2,948.69	\$3,037.56	\$3,129.16	\$3,223.47	\$3,320.50	\$3,420.59	\$3,489.04	\$3,558.82	\$3,630.02	\$3,702.63
01A	24	\$2,736.94	\$2,819.62	\$2,904.78	\$2,992.46	\$3,082.93	\$3,175.90	\$3,271.93	\$3,370.79	\$3,472.56	\$3,577.42	\$3,648.95	\$3,721.98	\$3,796.42	\$3,872.36

01A	25	\$2,855.26	\$2,942.07	\$3,031.47	\$3,123.64	\$3,218.57	\$3,316.44	\$3,417.29	\$3,521.20	\$3,628.18	\$3,738.53	\$3,813.30	\$3,889.62	\$3,967.42	\$4,046.74
01A	26	\$2,960.70	\$3,051.21	\$3,144.46	\$3,240.59	\$3,339.60	\$3,441.67	\$3,546.92	\$3,655.36	\$3,767.04	\$3,882.19	\$3,959.82	\$4,039.05	\$4,119.83	\$4,202.23

BU 01 Salary Plan (01A/B)							Increase of	2.00%	effective	7/4/2021					
Plan	Grade	1	2	3	4	5	6	7	8	9	10	11	12	13	14
01A	01	\$1,212.19	\$1,231.31	\$1,250.82	\$1,270.60	\$1,290.85	\$1,311.37	\$1,332.44	\$1,353.76	\$1,375.54	\$1,397.68	\$1,421.66	\$1,446.11	\$1,471.03	\$1,496.47
01A	02	\$1,232.95	\$1,252.12	\$1,271.62	\$1,291.47	\$1,311.72	\$1,332.30	\$1,353.27	\$1,374.63	\$1,396.35	\$1,418.52	\$1,442.89	\$1,467.76	\$1,493.11	\$1,518.99
01A	03	\$1,250.56	\$1,272.06	\$1,294.03	\$1,316.47	\$1,339.30	\$1,362.64	\$1,386.51	\$1,410.78	\$1,435.67	\$1,460.94	\$1,486.16	\$1,511.86	\$1,538.11	\$1,564.88
01A	04	\$1,281.21	\$1,302.77	\$1,324.70	\$1,347.14	\$1,370.10	\$1,393.44	\$1,417.24	\$1,441.47	\$1,466.27	\$1,491.54	\$1,517.38	\$1,543.79	\$1,570.70	\$1,598.10
01A	05	\$1,300.52	\$1,323.83	\$1,347.72	\$1,371.97	\$1,396.86	\$1,422.23	\$1,448.18	\$1,474.61	\$1,501.62	\$1,529.24	\$1,555.82	\$1,582.96	\$1,610.61	\$1,638.85
01A	06	\$1,341.78	\$1,365.19	\$1,389.09	\$1,413.44	\$1,438.32	\$1,463.68	\$1,489.61	\$1,515.95	\$1,542.97	\$1,570.51	\$1,597.91	\$1,625.91	\$1,654.44	\$1,683.53
01A	07	\$1,372.29	\$1,397.76	\$1,423.89	\$1,450.48	\$1,477.63	\$1,505.49	\$1,533.89	\$1,562.98	\$1,592.58	\$1,622.91	\$1,651.35	\$1,680.43	\$1,710.04	\$1,740.24
01A	08	\$1,400.83	\$1,428.40	\$1,456.59	\$1,485.39	\$1,514.88	\$1,544.99	\$1,575.81	\$1,607.46	\$1,639.74	\$1,672.76	\$1,702.21	\$1,732.25	\$1,762.90	\$1,794.17
01A	09	\$1,448.34	\$1,478.39	\$1,509.16	\$1,540.75	\$1,572.99	\$1,606.12	\$1,639.96	\$1,674.65	\$1,710.16	\$1,746.58	\$1,777.52	\$1,809.06	\$1,841.24	\$1,874.32
01A	10	\$1,498.57	\$1,530.42	\$1,563.08	\$1,596.53	\$1,630.75	\$1,665.84	\$1,701.75	\$1,738.61	\$1,776.31	\$1,814.96	\$1,847.31	\$1,880.67	\$1,915.27	\$1,950.61
01A	11	\$1,545.59	\$1,580.04	\$1,615.53	\$1,651.81	\$1,689.09	\$1,727.35	\$1,766.48	\$1,806.69	\$1,847.95	\$1,890.92	\$1,925.80	\$1,961.30	\$1,997.55	\$2,034.51
01A	12	\$1,606.96	\$1,643.09	\$1,680.20	\$1,718.28	\$1,757.33	\$1,797.37	\$1,838.40	\$1,881.00	\$1,925.52	\$1,971.15	\$2,007.64	\$2,044.82	\$2,082.72	\$2,121.40
01A	13	\$1,688.38	\$1,726.48	\$1,765.49	\$1,805.68	\$1,846.78	\$1,889.69	\$1,934.19	\$1,979.83	\$2,026.76	\$2,074.75	\$2,113.28	\$2,152.55	\$2,192.63	\$2,233.49
01A	14	\$1,751.96	\$1,796.32	\$1,841.76	\$1,889.24	\$1,938.84	\$1,989.84	\$2,042.28	\$2,096.25	\$2,151.72	\$2,208.75	\$2,249.97	\$2,291.99	\$2,334.84	\$2,378.54
01A	15	\$1,830.47	\$1,878.84	\$1,929.74	\$1,982.14	\$2,036.10	\$2,091.58	\$2,148.71	\$2,207.60	\$2,268.15	\$2,330.52	\$2,374.16	\$2,418.62	\$2,464.01	\$2,510.27
01A	15A	\$1,844.03	\$1,897.03	\$1,952.31	\$2,009.41	\$2,068.34	\$2,129.13	\$2,191.81	\$2,256.48	\$2,323.21	\$2,392.05	\$2,436.88	\$2,482.66	\$2,529.30	\$2,577.27
01A	16	\$1,920.22	\$1,974.13	\$2,029.62	\$2,086.81	\$2,145.78	\$2,206.59	\$2,269.17	\$2,333.66	\$2,400.17	\$2,468.67	\$2,515.05	\$2,562.32	\$2,611.94	\$2,663.22
01A	17	\$2,026.92	\$2,082.99	\$2,140.81	\$2,200.32	\$2,261.54	\$2,324.67	\$2,389.71	\$2,456.64	\$2,525.61	\$2,597.59	\$2,648.10	\$2,701.14	\$2,755.18	\$2,810.27
01A	17A	\$2,042.51	\$2,103.34	\$2,166.13	\$2,230.94	\$2,297.87	\$2,366.86	\$2,438.13	\$2,511.64	\$2,588.22	\$2,669.68	\$2,723.17	\$2,777.55	\$2,833.07	\$2,889.75
01A	18	\$2,116.79	\$2,176.49	\$2,238.06	\$2,301.48	\$2,366.83	\$2,434.16	\$2,503.51	\$2,575.23	\$2,651.37	\$2,731.95	\$2,786.58	\$2,842.30	\$2,899.15	\$2,957.12
01A	19	\$2,218.58	\$2,282.10	\$2,347.63	\$2,415.08	\$2,484.65	\$2,556.29	\$2,632.14	\$2,712.71	\$2,795.89	\$2,881.73	\$2,939.37	\$2,998.19	\$3,058.17	\$3,119.33
01A	20	\$2,329.77	\$2,395.38	\$2,462.94	\$2,532.62	\$2,605.44	\$2,682.72	\$2,763.49	\$2,846.71	\$2,932.32	\$3,020.62	\$3,081.02	\$3,142.66	\$3,205.51	\$3,269.61
01A	21	\$2,431.09	\$2,500.85	\$2,572.94	\$2,649.43	\$2,730.42	\$2,813.89	\$2,899.96	\$2,988.55	\$3,079.92	\$3,174.06	\$3,237.50	\$3,302.28	\$3,368.33	\$3,435.68
01A	22	\$2,544.35	\$2,619.67	\$2,699.57	\$2,782.67	\$2,868.31	\$2,956.61	\$3,047.52	\$3,141.35	\$3,238.04	\$3,337.64	\$3,404.43	\$3,472.56	\$3,542.00	\$3,612.82
01A	23	\$2,670.92	\$2,751.38	\$2,834.22	\$2,919.68	\$3,007.66	\$3,098.31	\$3,191.74	\$3,287.94	\$3,386.91	\$3,489.00	\$3,558.82	\$3,630.00	\$3,702.62	\$3,776.68
01A	24	\$2,791.68	\$2,876.01	\$2,962.88	\$3,052.31	\$3,144.59	\$3,239.42	\$3,337.37	\$3,438.21	\$3,542.01	\$3,648.97	\$3,721.93	\$3,796.42	\$3,872.35	\$3,949.81

01A	25	\$2,912.37	\$3,000.91	\$3,092.10	\$3,186.11	\$3,282.94	\$3,382.77	\$3,485.64	\$3,591.62	\$3,700.74	\$3,813.30	\$3,889.57	\$3,967.41	\$4,046.77	\$4,127.67
01A	26	\$3,019.91	\$3,112.23	\$3,207.35	\$3,305.40	\$3,406.39	\$3,510.50	\$3,617.86	\$3,728.47	\$3,842.38	\$3,959.83	\$4,039.02	\$4,119.83	\$4,202.23	\$4,286.27

BU 01 Salary Plan (01 A/B)							Increase of	2.00%	effective	7/3/2022					
Plan	Grade	1	2	3	4	5	6	7	8	9	10	11	12	13	14
01A	01	\$1,236.43	\$1,255.94	\$1,275.84	\$1,296.01	\$1,316.67	\$1,337.60	\$1,359.09	\$1,380.84	\$1,403.05	\$1,425.63	\$1,450.09	\$1,475.03	\$1,500.45	\$1,526.40
01A	02	\$1,257.61	\$1,277.16	\$1,297.05	\$1,317.30	\$1,337.95	\$1,358.95	\$1,380.34	\$1,402.12	\$1,424.28	\$1,446.89	\$1,471.75	\$1,497.12	\$1,522.97	\$1,549.37
01A	03	\$1,275.57	\$1,297.50	\$1,319.91	\$1,342.80	\$1,366.09	\$1,389.89	\$1,414.24	\$1,439.00	\$1,464.38	\$1,490.16	\$1,515.88	\$1,542.10	\$1,568.87	\$1,596.18
01A	04	\$1,306.83	\$1,328.83	\$1,351.19	\$1,374.08	\$1,397.50	\$1,421.31	\$1,445.58	\$1,470.30	\$1,495.60	\$1,521.37	\$1,547.73	\$1,574.67	\$1,602.11	\$1,630.06
01A	05	\$1,326.53	\$1,350.31	\$1,374.67	\$1,399.41	\$1,424.80	\$1,450.67	\$1,477.14	\$1,504.10	\$1,531.65	\$1,559.82	\$1,586.94	\$1,614.62	\$1,642.82	\$1,671.63
01A	06	\$1,368.62	\$1,392.49	\$1,416.87	\$1,441.71	\$1,467.09	\$1,492.95	\$1,519.40	\$1,546.27	\$1,573.83	\$1,601.92	\$1,629.87	\$1,658.43	\$1,687.53	\$1,717.20
01A	07	\$1,399.74	\$1,425.72	\$1,452.37	\$1,479.49	\$1,507.18	\$1,535.60	\$1,564.57	\$1,594.24	\$1,624.43	\$1,655.37	\$1,684.38	\$1,714.04	\$1,744.24	\$1,775.04
01A	08	\$1,428.85	\$1,456.97	\$1,485.72	\$1,515.10	\$1,545.18	\$1,575.89	\$1,607.33	\$1,639.61	\$1,672.53	\$1,706.22	\$1,736.25	\$1,766.90	\$1,798.16	\$1,830.05
01A	09	\$1,477.31	\$1,507.96	\$1,539.34	\$1,571.57	\$1,604.45	\$1,638.24	\$1,672.76	\$1,708.14	\$1,744.36	\$1,781.51	\$1,813.07	\$1,845.24	\$1,878.06	\$1,911.81
01A	10	\$1,528.54	\$1,561.03	\$1,594.34	\$1,628.46	\$1,663.37	\$1,699.16	\$1,735.79	\$1,773.38	\$1,811.84	\$1,851.26	\$1,884.26	\$1,918.28	\$1,953.58	\$1,989.62
01A	11	\$1,576.50	\$1,611.64	\$1,647.84	\$1,684.85	\$1,722.87	\$1,761.90	\$1,801.81	\$1,842.82	\$1,884.91	\$1,928.74	\$1,964.32	\$2,000.53	\$2,037.50	\$2,075.20
01A	12	\$1,639.10	\$1,675.95	\$1,713.80	\$1,752.65	\$1,792.48	\$1,833.32	\$1,875.17	\$1,918.62	\$1,964.03	\$2,010.57	\$2,047.79	\$2,085.72	\$2,124.37	\$2,163.83
01A	13	\$1,722.15	\$1,761.01	\$1,800.80	\$1,841.79	\$1,883.72	\$1,927.48	\$1,972.87	\$2,019.43	\$2,067.30	\$2,116.25	\$2,155.55	\$2,195.60	\$2,236.48	\$2,278.16
01A	14	\$1,787.00	\$1,832.25	\$1,878.60	\$1,927.02	\$1,977.62	\$2,029.64	\$2,083.13	\$2,138.18	\$2,194.75	\$2,252.93	\$2,294.97	\$2,337.83	\$2,381.54	\$2,426.11
01A	15	\$1,867.08	\$1,916.42	\$1,968.33	\$2,021.78	\$2,076.82	\$2,133.41	\$2,191.68	\$2,251.75	\$2,313.51	\$2,377.13	\$2,421.64	\$2,466.99	\$2,513.29	\$2,560.48
01A	15A	\$1,880.91	\$1,934.97	\$1,991.36	\$2,049.60	\$2,109.71	\$2,171.71	\$2,235.65	\$2,301.61	\$2,369.67	\$2,439.89	\$2,485.62	\$2,532.31	\$2,579.89	\$2,628.82
01A	16	\$1,958.62	\$2,013.61	\$2,070.21	\$2,128.55	\$2,188.70	\$2,250.72	\$2,314.55	\$2,380.33	\$2,448.17	\$2,518.04	\$2,565.35	\$2,613.57	\$2,664.18	\$2,716.48
01A	17	\$2,067.46	\$2,124.65	\$2,183.63	\$2,244.33	\$2,306.77	\$2,371.16	\$2,437.50	\$2,505.77	\$2,576.12	\$2,649.54	\$2,701.06	\$2,755.16	\$2,810.28	\$2,866.48
01A	17A	\$2,083.36	\$2,145.41	\$2,209.45	\$2,275.56	\$2,343.83	\$2,414.20	\$2,486.89	\$2,561.87	\$2,639.98	\$2,723.07	\$2,777.63	\$2,833.10	\$2,889.73	\$2,947.55
01A	18	\$2,159.13	\$2,220.02	\$2,282.82	\$2,347.51	\$2,414.17	\$2,482.84	\$2,553.58	\$2,626.73	\$2,704.40	\$2,786.59	\$2,842.31	\$2,899.15	\$2,957.13	\$3,016.26
01A	19	\$2,262.95	\$2,327.74	\$2,394.58	\$2,463.38	\$2,534.34	\$2,607.42	\$2,684.78	\$2,766.96	\$2,851.81	\$2,939.36	\$2,998.16	\$3,058.15	\$3,119.33	\$3,181.72
01A	20	\$2,376.37	\$2,443.29	\$2,512.20	\$2,583.27	\$2,657.55	\$2,736.37	\$2,818.76	\$2,903.64	\$2,990.97	\$3,081.03	\$3,142.64	\$3,205.51	\$3,269.62	\$3,335.00
01A	21	\$2,479.71	\$2,550.87	\$2,624.40	\$2,702.42	\$2,785.03	\$2,870.17	\$2,957.96	\$3,048.32	\$3,141.52	\$3,237.54	\$3,302.25	\$3,368.33	\$3,435.70	\$3,504.39
01A	22	\$2,595.24	\$2,672.06	\$2,753.56	\$2,838.32	\$2,925.68	\$3,015.74	\$3,108.47	\$3,204.18	\$3,302.80	\$3,404.39	\$3,472.52	\$3,542.01	\$3,612.84	\$3,685.08
01A	23	\$2,724.34	\$2,806.41	\$2,890.90	\$2,978.07	\$3,067.81	\$3,160.28	\$3,255.57	\$3,353.70	\$3,454.65	\$3,558.78	\$3,630.00	\$3,702.60	\$3,776.67	\$3,852.21
01A	24	\$2,847.51	\$2,933.53	\$3,022.14	\$3,113.36	\$3,207.48	\$3,304.21	\$3,404.12	\$3,506.97	\$3,612.85	\$3,721.95	\$3,796.37	\$3,872.35	\$3,949.80	\$4,028.81

01A	25	\$2,970.62	\$3,060.93	\$3,153.94	\$3,249.83	\$3,348.60	\$3,450.43	\$3,555.35	\$3,663.45	\$3,774.75	\$3,889.57	\$3,967.36	\$4,046.76	\$4,127.71	\$4,210.22
01A	26	\$3,080.31	\$3,174.47	\$3,271.50	\$3,371.51	\$3,474.52	\$3,580.71	\$3,690.22	\$3,803.04	\$3,919.23	\$4,039.03	\$4,119.80	\$4,202.23	\$4,286.27	\$4,372.00

BU 03 Salary Plan (03A/B)		Increase of 2.50% effective 7/5/2020													
Plan	Grade	1	2	3	4	5	6	7	8	9	10	11	12	13	14
03A	04	\$1,297.10	\$1,318.25	\$1,339.75	\$1,361.74	\$1,384.25	\$1,407.14	\$1,430.46	\$1,454.23	\$1,478.53	\$1,503.32	\$1,528.64	\$1,554.54	\$1,580.91	\$1,607.78
03A	05	\$1,316.04	\$1,338.88	\$1,362.30	\$1,386.09	\$1,410.48	\$1,435.36	\$1,460.79	\$1,486.71	\$1,513.20	\$1,540.26	\$1,566.32	\$1,592.93	\$1,620.04	\$1,647.73
03A	06	\$1,356.50	\$1,379.45	\$1,402.87	\$1,426.74	\$1,451.13	\$1,476.00	\$1,501.41	\$1,527.25	\$1,553.73	\$1,580.74	\$1,607.59	\$1,635.05	\$1,663.01	\$1,691.55
03A	07	\$1,386.39	\$1,411.37	\$1,436.99	\$1,463.06	\$1,489.68	\$1,516.99	\$1,544.82	\$1,573.35	\$1,602.36	\$1,632.10	\$1,659.98	\$1,688.49	\$1,717.53	\$1,747.13
03A	08	\$1,414.38	\$1,441.40	\$1,469.04	\$1,497.27	\$1,526.20	\$1,555.71	\$1,585.93	\$1,616.95	\$1,648.61	\$1,680.98	\$1,709.85	\$1,739.29	\$1,769.36	\$1,800.00
03A	09	\$1,460.96	\$1,490.41	\$1,520.59	\$1,551.55	\$1,583.17	\$1,615.65	\$1,648.82	\$1,682.82	\$1,717.66	\$1,753.34	\$1,783.68	\$1,814.60	\$1,846.17	\$1,878.59
03A	10	\$1,510.20	\$1,541.43	\$1,573.45	\$1,606.25	\$1,639.81	\$1,674.20	\$1,709.39	\$1,745.53	\$1,782.50	\$1,820.38	\$1,852.10	\$1,884.81	\$1,918.73	\$1,953.38
03A	11	\$1,556.29	\$1,590.08	\$1,624.87	\$1,660.43	\$1,696.98	\$1,734.49	\$1,772.85	\$1,812.28	\$1,852.73	\$1,894.86	\$1,929.05	\$1,963.86	\$1,999.40	\$2,035.63
03A	12	\$1,616.46	\$1,651.88	\$1,688.27	\$1,725.60	\$1,763.88	\$1,803.14	\$1,843.36	\$1,885.13	\$1,928.78	\$1,973.51	\$2,009.29	\$2,045.74	\$2,082.91	\$2,120.81
03A	13	\$1,696.29	\$1,733.65	\$1,771.89	\$1,811.29	\$1,851.58	\$1,893.65	\$1,937.28	\$1,982.03	\$2,028.04	\$2,075.09	\$2,112.86	\$2,151.35	\$2,190.66	\$2,230.71
03A	14	\$1,758.62	\$1,802.11	\$1,846.67	\$1,893.22	\$1,941.84	\$1,991.83	\$2,043.26	\$2,096.17	\$2,150.55	\$2,206.46	\$2,246.86	\$2,288.06	\$2,330.07	\$2,372.91
03A	15	\$1,835.59	\$1,883.01	\$1,932.92	\$1,984.29	\$2,037.19	\$2,091.58	\$2,147.59	\$2,205.33	\$2,264.69	\$2,325.83	\$2,368.62	\$2,412.21	\$2,456.72	\$2,502.06
03A	16	\$1,923.59	\$1,976.44	\$2,030.84	\$2,086.90	\$2,144.73	\$2,204.34	\$2,265.69	\$2,328.91	\$2,394.13	\$2,461.27	\$2,506.75	\$2,553.09	\$2,601.74	\$2,652.01
03A	17	\$2,028.20	\$2,083.16	\$2,139.84	\$2,198.19	\$2,258.22	\$2,320.10	\$2,383.86	\$2,449.49	\$2,517.10	\$2,587.67	\$2,637.20	\$2,689.19	\$2,742.18	\$2,796.18
03A	18	\$2,116.29	\$2,174.82	\$2,235.20	\$2,297.37	\$2,361.43	\$2,427.45	\$2,495.44	\$2,565.75	\$2,640.39	\$2,719.39	\$2,772.96	\$2,827.58	\$2,883.33	\$2,940.15
03A	19	\$2,216.09	\$2,278.36	\$2,342.61	\$2,408.75	\$2,476.95	\$2,547.19	\$2,621.55	\$2,700.53	\$2,782.08	\$2,866.24	\$2,922.75	\$2,980.41	\$3,039.23	\$3,099.20
03A	20	\$2,325.11	\$2,389.43	\$2,455.67	\$2,523.97	\$2,595.37	\$2,671.14	\$2,750.31	\$2,831.90	\$2,915.84	\$3,002.40	\$3,061.63	\$3,122.05	\$3,183.67	\$3,246.51
03A	21	\$2,424.44	\$2,492.83	\$2,563.51	\$2,638.50	\$2,717.89	\$2,799.74	\$2,884.11	\$2,970.96	\$3,060.55	\$3,152.83	\$3,215.03	\$3,278.55	\$3,343.30	\$3,409.33
03A	22	\$2,535.47	\$2,609.32	\$2,687.65	\$2,769.13	\$2,853.09	\$2,939.65	\$3,028.78	\$3,120.77	\$3,215.56	\$3,313.21	\$3,378.69	\$3,445.48	\$3,513.56	\$3,582.99
03A	23	\$2,659.57	\$2,738.45	\$2,819.67	\$2,903.44	\$2,989.70	\$3,078.57	\$3,170.17	\$3,264.50	\$3,361.52	\$3,461.61	\$3,530.06	\$3,599.83	\$3,671.04	\$3,743.64

Increase of 2.00% effective 7/4/2021

BU 03 Salary Plan (03 6A/B)

Plan	Grade	1	2	3	4	5	6	7	8	9	10	11	12	13	14
03A	04	\$1,323.04	\$1,344.62	\$1,366.55	\$1,388.97	\$1,411.94	\$1,435.28	\$1,459.07	\$1,483.31	\$1,508.10	\$1,533.39	\$1,559.21	\$1,585.63	\$1,612.53	\$1,639.94
03A	05	\$1,342.36	\$1,365.66	\$1,389.55	\$1,413.81	\$1,438.69	\$1,464.07	\$1,490.01	\$1,516.44	\$1,543.46	\$1,571.07	\$1,597.65	\$1,624.79	\$1,652.44	\$1,680.68
03A	06	\$1,383.63	\$1,407.04	\$1,430.93	\$1,455.27	\$1,480.15	\$1,505.52	\$1,531.44	\$1,557.80	\$1,584.80	\$1,612.35	\$1,639.74	\$1,667.75	\$1,696.27	\$1,725.38
03A	07	\$1,414.12	\$1,439.60	\$1,465.73	\$1,492.32	\$1,519.47	\$1,547.33	\$1,575.72	\$1,604.82	\$1,634.41	\$1,664.74	\$1,693.18	\$1,722.26	\$1,751.88	\$1,782.07
03A	08	\$1,442.67	\$1,470.23	\$1,498.42	\$1,527.22	\$1,556.72	\$1,586.82	\$1,617.65	\$1,649.29	\$1,681.58	\$1,714.60	\$1,744.05	\$1,774.08	\$1,804.75	\$1,836.00
03A	09	\$1,490.18	\$1,520.22	\$1,551.00	\$1,582.58	\$1,614.83	\$1,647.96	\$1,681.80	\$1,716.48	\$1,752.01	\$1,788.41	\$1,819.35	\$1,850.89	\$1,883.09	\$1,916.16
03A	10	\$1,540.40	\$1,572.26	\$1,604.92	\$1,638.38	\$1,672.61	\$1,707.68	\$1,743.58	\$1,780.44	\$1,818.15	\$1,856.79	\$1,889.14	\$1,922.51	\$1,957.10	\$1,992.45
03A	11	\$1,587.42	\$1,621.88	\$1,657.37	\$1,693.64	\$1,730.92	\$1,769.18	\$1,808.31	\$1,848.53	\$1,889.78	\$1,932.76	\$1,967.63	\$2,003.14	\$2,039.39	\$2,076.34
03A	12	\$1,648.79	\$1,684.92	\$1,722.04	\$1,760.11	\$1,799.16	\$1,839.20	\$1,880.23	\$1,922.83	\$1,967.36	\$2,012.98	\$2,049.48	\$2,086.65	\$2,124.57	\$2,163.23
03A	13	\$1,730.22	\$1,768.32	\$1,807.33	\$1,847.52	\$1,888.61	\$1,931.52	\$1,976.03	\$2,021.67	\$2,068.60	\$2,116.59	\$2,155.12	\$2,194.38	\$2,234.47	\$2,275.32
03A	14	\$1,793.79	\$1,838.15	\$1,883.60	\$1,931.08	\$1,980.68	\$2,031.67	\$2,084.13	\$2,138.09	\$2,193.56	\$2,250.59	\$2,291.80	\$2,333.82	\$2,376.67	\$2,420.37
03A	15	\$1,872.30	\$1,920.67	\$1,971.58	\$2,023.98	\$2,077.93	\$2,133.41	\$2,190.54	\$2,249.44	\$2,309.98	\$2,372.35	\$2,415.99	\$2,460.45	\$2,505.85	\$2,552.10
03A	16	\$1,962.06	\$2,015.97	\$2,071.46	\$2,128.64	\$2,187.62	\$2,248.43	\$2,311.00	\$2,375.49	\$2,442.01	\$2,510.50	\$2,556.89	\$2,604.15	\$2,653.77	\$2,705.05
03A	17	\$2,068.76	\$2,124.82	\$2,182.64	\$2,242.15	\$2,303.38	\$2,366.50	\$2,431.54	\$2,498.48	\$2,567.44	\$2,639.42	\$2,689.94	\$2,742.97	\$2,797.02	\$2,852.10
03A	18	\$2,158.62	\$2,218.32	\$2,279.90	\$2,343.32	\$2,408.66	\$2,476.00	\$2,545.35	\$2,617.07	\$2,693.20	\$2,773.78	\$2,828.42	\$2,884.13	\$2,941.00	\$2,998.95
03A	19	\$2,260.41	\$2,323.93	\$2,389.46	\$2,456.93	\$2,526.49	\$2,598.13	\$2,673.98	\$2,754.54	\$2,837.72	\$2,923.56	\$2,981.21	\$3,040.02	\$3,100.01	\$3,161.18
03A	20	\$2,371.61	\$2,437.22	\$2,504.78	\$2,574.45	\$2,647.28	\$2,724.56	\$2,805.32	\$2,888.54	\$2,974.16	\$3,062.45	\$3,122.86	\$3,184.49	\$3,247.34	\$3,311.44
03A	21	\$2,472.93	\$2,542.69	\$2,614.78	\$2,691.27	\$2,772.25	\$2,855.73	\$2,941.79	\$3,030.38	\$3,121.76	\$3,215.89	\$3,279.33	\$3,344.12	\$3,410.17	\$3,477.52
03A	22	\$2,586.18	\$2,661.51	\$2,741.40	\$2,824.51	\$2,910.15	\$2,998.44	\$3,089.36	\$3,183.19	\$3,279.87	\$3,379.47	\$3,446.26	\$3,514.39	\$3,583.83	\$3,654.65
03A	23	\$2,712.76	\$2,793.22	\$2,876.06	\$2,961.51	\$3,049.49	\$3,140.14	\$3,233.57	\$3,329.79	\$3,428.75	\$3,530.84	\$3,600.66	\$3,671.83	\$3,744.46	\$3,818.51

Increase of 2.00% effective 7/3/2022

BU 03 Salary Plans (03 A/B)

Plan	Grade	1	2	3	4	5	6	7	8	9	10	11	12	13	14
03A	04	\$1,349.50	\$1,371.51	\$1,393.88	\$1,416.75	\$1,440.18	\$1,463.99	\$1,488.25	\$1,512.98	\$1,538.26	\$1,564.06	\$1,590.39	\$1,617.34	\$1,644.78	\$1,672.74
03A	05	\$1,369.21	\$1,392.97	\$1,417.34	\$1,442.09	\$1,467.46	\$1,493.35	\$1,519.81	\$1,546.77	\$1,574.33	\$1,602.49	\$1,629.60	\$1,657.29	\$1,685.49	\$1,714.29
03A	06	\$1,411.30	\$1,435.18	\$1,459.55	\$1,484.38	\$1,509.75	\$1,535.63	\$1,562.07	\$1,588.96	\$1,616.50	\$1,644.60	\$1,672.53	\$1,701.11	\$1,730.20	\$1,759.89
03A	07	\$1,442.40	\$1,468.39	\$1,495.04	\$1,522.17	\$1,549.86	\$1,578.28	\$1,607.23	\$1,636.92	\$1,667.10	\$1,698.03	\$1,727.04	\$1,756.71	\$1,786.92	\$1,817.71
03A	08	\$1,471.52	\$1,499.63	\$1,528.39	\$1,557.76	\$1,587.85	\$1,618.56	\$1,650.00	\$1,682.28	\$1,715.21	\$1,748.89	\$1,778.93	\$1,809.56	\$1,840.85	\$1,872.72
03A	09	\$1,519.98	\$1,550.62	\$1,582.02	\$1,614.23	\$1,647.13	\$1,680.92	\$1,715.44	\$1,750.81	\$1,787.05	\$1,824.18	\$1,855.74	\$1,887.91	\$1,920.75	\$1,954.48
03A	10	\$1,571.21	\$1,603.71	\$1,637.02	\$1,671.15	\$1,706.06	\$1,741.83	\$1,778.45	\$1,816.05	\$1,854.51	\$1,893.93	\$1,926.92	\$1,960.96	\$1,996.24	\$2,032.30
03A	11	\$1,619.17	\$1,654.32	\$1,690.52	\$1,727.51	\$1,765.54	\$1,804.56	\$1,844.48	\$1,885.50	\$1,927.58	\$1,971.42	\$2,006.98	\$2,043.20	\$2,080.18	\$2,117.87
03A	12	\$1,681.77	\$1,718.62	\$1,756.48	\$1,795.31	\$1,835.14	\$1,875.98	\$1,917.83	\$1,961.29	\$2,006.71	\$2,053.24	\$2,090.47	\$2,128.38	\$2,167.06	\$2,206.49
03A	13	\$1,764.82	\$1,803.69	\$1,843.48	\$1,884.47	\$1,926.38	\$1,970.15	\$2,015.55	\$2,062.10	\$2,109.97	\$2,158.92	\$2,198.22	\$2,238.27	\$2,279.16	\$2,320.83
03A	14	\$1,829.67	\$1,874.91	\$1,921.27	\$1,969.70	\$2,020.29	\$2,072.30	\$2,125.81	\$2,180.85	\$2,237.43	\$2,295.60	\$2,337.64	\$2,380.50	\$2,424.20	\$2,468.78
03A	15	\$1,909.75	\$1,959.08	\$2,011.01	\$2,064.46	\$2,119.49	\$2,176.08	\$2,234.35	\$2,294.43	\$2,356.18	\$2,419.80	\$2,464.31	\$2,509.66	\$2,555.97	\$2,603.14
03A	16	\$2,001.30	\$2,056.29	\$2,112.89	\$2,171.21	\$2,231.37	\$2,293.40	\$2,357.22	\$2,423.00	\$2,490.85	\$2,560.71	\$2,608.03	\$2,656.23	\$2,706.85	\$2,759.15
03A	17	\$2,110.14	\$2,167.32	\$2,226.29	\$2,286.99	\$2,349.45	\$2,413.83	\$2,480.17	\$2,548.45	\$2,618.79	\$2,692.21	\$2,743.74	\$2,797.83	\$2,852.96	\$2,909.14
03A	18	\$2,201.79	\$2,262.69	\$2,325.50	\$2,390.19	\$2,456.83	\$2,525.52	\$2,596.26	\$2,669.41	\$2,747.06	\$2,829.26	\$2,884.99	\$2,941.81	\$2,999.82	\$3,058.93
03A	19	\$2,305.62	\$2,370.41	\$2,437.25	\$2,506.07	\$2,577.02	\$2,650.09	\$2,727.46	\$2,809.63	\$2,894.47	\$2,982.03	\$3,040.83	\$3,100.82	\$3,162.01	\$3,224.40
03A	20	\$2,419.04	\$2,485.96	\$2,554.88	\$2,625.94	\$2,700.23	\$2,779.05	\$2,861.43	\$2,946.31	\$3,033.64	\$3,123.70	\$3,185.32	\$3,248.18	\$3,312.29	\$3,377.67
03A	21	\$2,522.39	\$2,593.54	\$2,667.08	\$2,745.10	\$2,827.70	\$2,912.84	\$3,000.63	\$3,090.99	\$3,184.20	\$3,280.21	\$3,344.92	\$3,411.00	\$3,478.37	\$3,547.07
03A	22	\$2,637.90	\$2,714.74	\$2,796.23	\$2,881.00	\$2,968.35	\$3,058.41	\$3,151.15	\$3,246.85	\$3,345.47	\$3,447.06	\$3,515.19	\$3,584.68	\$3,655.51	\$3,727.74
03A	23	\$2,767.02	\$2,849.08	\$2,933.58	\$3,020.74	\$3,110.48	\$3,202.94	\$3,298.24	\$3,396.39	\$3,497.33	\$3,601.46	\$3,672.67	\$3,745.27	\$3,819.35	\$3,894.88

Increase of 2.50% effective 7/5/2020

BU 06 Salary Plan (06A/B)

Plan	Grade	1	2	3	4	5	6	7	8	9	10	11	12	13	14
06A	01	\$1,430.57	\$1,463.03	\$1,496.25	\$1,530.52	\$1,565.57	\$1,601.55	\$1,638.44	\$1,676.42	\$1,715.28	\$1,755.28	\$1,786.39	\$1,818.21	\$1,851.32	\$1,885.43
06A	02	\$1,480.28	\$1,514.58	\$1,549.83	\$1,586.05	\$1,623.20	\$1,661.36	\$1,700.53	\$1,740.79	\$1,782.00	\$1,824.45	\$1,857.86	\$1,892.12	\$1,926.99	\$1,962.60
06A	03	\$1,526.68	\$1,563.75	\$1,601.83	\$1,640.96	\$1,681.25	\$1,722.56	\$1,765.05	\$1,808.81	\$1,854.48	\$1,901.97	\$1,937.14	\$1,972.90	\$2,009.42	\$2,046.66
06A	04	\$1,587.51	\$1,626.27	\$1,666.16	\$1,707.13	\$1,749.24	\$1,792.54	\$1,837.29	\$1,884.41	\$1,932.78	\$1,982.66	\$2,019.37	\$2,056.80	\$2,095.01	\$2,133.97
06A	05	\$1,667.84	\$1,708.72	\$1,750.74	\$1,794.01	\$1,838.67	\$1,885.72	\$1,934.06	\$1,983.74	\$2,034.72	\$2,087.25	\$2,126.03	\$2,165.60	\$2,205.94	\$2,247.13
06A	06	\$1,731.12	\$1,778.14	\$1,826.64	\$1,878.05	\$1,931.10	\$1,985.79	\$2,042.15	\$2,100.25	\$2,160.12	\$2,221.85	\$2,263.35	\$2,305.74	\$2,348.93	\$2,393.00
06A	07	\$1,807.87	\$1,859.83	\$1,914.03	\$1,970.01	\$2,027.78	\$2,087.38	\$2,148.83	\$2,212.24	\$2,277.66	\$2,345.15	\$2,389.10	\$2,433.98	\$2,479.71	\$2,526.74
06A	08	\$1,896.87	\$1,954.02	\$2,013.01	\$2,074.00	\$2,136.92	\$2,201.82	\$2,268.98	\$2,338.23	\$2,409.85	\$2,483.71	\$2,530.91	\$2,580.06	\$2,631.31	\$2,683.94
06A	09	\$2,002.46	\$2,062.10	\$2,123.66	\$2,187.20	\$2,252.81	\$2,320.45	\$2,390.32	\$2,462.39	\$2,537.47	\$2,617.33	\$2,669.77	\$2,723.09	\$2,777.52	\$2,833.09
06A	10	\$2,091.62	\$2,155.02	\$2,220.46	\$2,288.13	\$2,357.99	\$2,430.14	\$2,504.58	\$2,583.44	\$2,667.50	\$2,754.43	\$2,809.62	\$2,865.76	\$2,923.06	\$2,981.53
06A	11	\$2,219.90	\$2,284.97	\$2,352.07	\$2,421.29	\$2,492.57	\$2,567.79	\$2,647.64	\$2,730.69	\$2,816.35	\$2,904.71	\$2,962.81	\$3,022.07	\$3,082.48	\$3,144.13
06A	12	\$2,301.93	\$2,371.62	\$2,443.52	\$2,517.84	\$2,596.88	\$2,680.84	\$2,767.41	\$2,856.88	\$2,949.19	\$3,044.51	\$3,105.38	\$3,167.47	\$3,230.83	\$3,295.44
06A	13	\$2,402.05	\$2,475.97	\$2,553.44	\$2,635.97	\$2,722.41	\$2,811.60	\$2,903.83	\$2,999.02	\$3,097.29	\$3,198.81	\$3,262.84	\$3,328.04	\$3,394.63	\$3,462.52
06A	14	\$2,514.44	\$2,594.97	\$2,680.62	\$2,769.13	\$2,860.46	\$2,954.85	\$3,052.42	\$3,153.17	\$3,257.14	\$3,364.59	\$3,431.95	\$3,500.57	\$3,570.57	\$3,641.98
06A	15	\$2,640.57	\$2,725.99	\$2,814.28	\$2,905.37	\$2,999.32	\$3,096.40	\$3,196.60	\$3,299.99	\$3,406.81	\$3,516.97	\$3,587.32	\$3,659.18	\$3,732.35	\$3,807.01
06A	16	\$2,759.99	\$2,849.53	\$2,941.86	\$3,037.26	\$3,135.74	\$3,237.36	\$3,342.27	\$3,450.68	\$3,562.51	\$3,677.98	\$3,751.59	\$3,826.61	\$3,903.14	\$3,981.19
06A	17	\$2,879.35	\$2,973.25	\$3,070.26	\$3,170.42	\$3,273.82	\$3,380.68	\$3,490.89	\$3,604.78	\$3,722.38	\$3,843.83	\$3,920.69	\$3,999.13	\$4,079.13	\$4,160.70
06A	18	\$2,985.85	\$3,083.70	\$3,184.65	\$3,289.01	\$3,396.84	\$3,508.10	\$3,623.04	\$3,741.78	\$3,864.34	\$3,990.98	\$4,070.81	\$4,152.17	\$4,235.24	\$4,319.94
06A	19	\$3,114.34	\$3,215.32	\$3,319.59	\$3,427.19	\$3,538.35	\$3,653.03	\$3,771.51	\$3,893.66	\$4,019.95	\$4,150.31	\$4,233.31	\$4,318.00	\$4,404.35	\$4,492.44
06A	20	\$3,234.22	\$3,339.39	\$3,448.07	\$3,560.21	\$3,676.04	\$3,795.65	\$3,919.14	\$4,046.61	\$4,178.25	\$4,314.15	\$4,400.45	\$4,488.46	\$4,578.24	\$4,669.81
06A	21	\$3,365.02	\$3,474.60	\$3,587.78	\$3,704.64	\$3,825.21	\$3,949.85	\$4,078.46	\$4,211.27	\$4,348.43	\$4,490.09	\$4,579.86	\$4,671.48	\$4,764.92	\$4,860.22
06A	22	\$3,509.27	\$3,623.26	\$3,740.97	\$3,862.51	\$3,987.99	\$4,117.52	\$4,251.30	\$4,389.42	\$4,532.03	\$4,679.23	\$4,772.80	\$4,868.27	\$4,965.64	\$5,064.96

Increase of 2.00% effective 7/4/2021

BU 06 Salary Plan (06 A/B)

Plan	Grade	1	2	3	4	5	6	7	8	9	10	11	12	13	14
06A	01	\$1,459.18	\$1,492.29	\$1,526.18	\$1,561.13	\$1,596.88	\$1,633.58	\$1,671.21	\$1,709.95	\$1,749.59	\$1,790.39	\$1,822.12	\$1,854.57	\$1,888.35	\$1,923.14
06A	02	\$1,509.89	\$1,544.87	\$1,580.83	\$1,617.77	\$1,655.66	\$1,694.59	\$1,734.54	\$1,775.61	\$1,817.64	\$1,860.94	\$1,895.02	\$1,929.96	\$1,965.53	\$2,001.85
06A	03	\$1,557.21	\$1,595.03	\$1,633.87	\$1,673.78	\$1,714.88	\$1,757.01	\$1,800.35	\$1,844.99	\$1,891.57	\$1,940.01	\$1,975.88	\$2,012.36	\$2,049.61	\$2,087.59
06A	04	\$1,619.26	\$1,658.80	\$1,699.48	\$1,741.27	\$1,784.22	\$1,828.39	\$1,874.04	\$1,922.10	\$1,971.44	\$2,022.31	\$2,059.76	\$2,097.94	\$2,136.91	\$2,176.65
06A	05	\$1,701.20	\$1,742.89	\$1,785.75	\$1,829.89	\$1,875.44	\$1,923.43	\$1,972.74	\$2,023.41	\$2,075.41	\$2,129.00	\$2,168.55	\$2,208.91	\$2,250.06	\$2,292.07
06A	06	\$1,765.74	\$1,813.70	\$1,863.17	\$1,915.61	\$1,969.72	\$2,025.51	\$2,082.99	\$2,142.26	\$2,203.32	\$2,266.29	\$2,308.62	\$2,351.85	\$2,395.91	\$2,440.86
06A	07	\$1,844.03	\$1,897.03	\$1,952.31	\$2,009.41	\$2,068.34	\$2,129.13	\$2,191.81	\$2,256.48	\$2,323.21	\$2,392.05	\$2,436.88	\$2,482.66	\$2,529.30	\$2,577.27
06A	08	\$1,934.81	\$1,993.10	\$2,053.27	\$2,115.48	\$2,179.66	\$2,245.86	\$2,314.36	\$2,384.99	\$2,458.05	\$2,533.38	\$2,581.53	\$2,631.66	\$2,683.94	\$2,737.62
06A	09	\$2,042.51	\$2,103.34	\$2,166.13	\$2,230.94	\$2,297.87	\$2,366.86	\$2,438.13	\$2,511.64	\$2,588.22	\$2,669.68	\$2,723.17	\$2,777.55	\$2,833.07	\$2,889.75
06A	10	\$2,133.45	\$2,198.12	\$2,264.87	\$2,333.89	\$2,405.15	\$2,478.74	\$2,554.67	\$2,635.11	\$2,720.85	\$2,809.52	\$2,865.81	\$2,923.08	\$2,981.52	\$3,041.16
06A	11	\$2,264.30	\$2,330.67	\$2,399.11	\$2,469.72	\$2,542.42	\$2,619.15	\$2,700.59	\$2,785.30	\$2,872.68	\$2,962.80	\$3,022.07	\$3,082.51	\$3,144.13	\$3,207.01
06A	12	\$2,347.97	\$2,419.05	\$2,492.39	\$2,568.20	\$2,648.82	\$2,734.46	\$2,822.76	\$2,914.02	\$3,008.17	\$3,105.40	\$3,167.49	\$3,230.82	\$3,295.45	\$3,361.35
06A	13	\$2,450.09	\$2,525.49	\$2,604.51	\$2,688.69	\$2,776.86	\$2,867.83	\$2,961.91	\$3,059.00	\$3,159.24	\$3,262.79	\$3,328.10	\$3,394.60	\$3,462.52	\$3,531.77
06A	14	\$2,564.73	\$2,646.87	\$2,734.23	\$2,824.51	\$2,917.67	\$3,013.95	\$3,113.47	\$3,216.23	\$3,322.28	\$3,431.88	\$3,500.59	\$3,570.58	\$3,641.98	\$3,714.82
06A	15	\$2,693.38	\$2,780.51	\$2,870.57	\$2,963.48	\$3,059.31	\$3,158.33	\$3,260.53	\$3,365.99	\$3,474.95	\$3,587.31	\$3,659.07	\$3,732.36	\$3,807.00	\$3,883.15
06A	16	\$2,815.19	\$2,906.52	\$3,000.70	\$3,098.01	\$3,198.45	\$3,302.11	\$3,409.12	\$3,519.69	\$3,633.76	\$3,751.54	\$3,826.62	\$3,903.14	\$3,981.20	\$4,060.81
06A	17	\$2,936.94	\$3,032.72	\$3,131.67	\$3,233.83	\$3,339.30	\$3,448.29	\$3,560.71	\$3,676.88	\$3,796.83	\$3,920.71	\$3,999.10	\$4,079.11	\$4,160.71	\$4,243.91
06A	18	\$3,045.57	\$3,145.37	\$3,248.34	\$3,354.79	\$3,464.78	\$3,578.26	\$3,695.50	\$3,816.62	\$3,941.63	\$4,070.80	\$4,152.23	\$4,235.21	\$4,319.94	\$4,406.34
06A	19	\$3,176.63	\$3,279.63	\$3,385.98	\$3,495.73	\$3,609.12	\$3,726.09	\$3,846.94	\$3,971.53	\$4,100.35	\$4,233.32	\$4,317.98	\$4,404.36	\$4,492.44	\$4,582.29
06A	20	\$3,298.90	\$3,406.18	\$3,517.03	\$3,631.41	\$3,749.56	\$3,871.56	\$3,997.52	\$4,127.54	\$4,261.82	\$4,400.43	\$4,488.46	\$4,578.23	\$4,669.80	\$4,763.21
06A	21	\$3,432.32	\$3,544.09	\$3,659.54	\$3,778.73	\$3,901.71	\$4,028.85	\$4,160.03	\$4,295.50	\$4,435.40	\$4,579.89	\$4,671.46	\$4,764.91	\$4,860.22	\$4,957.42
06A	22	\$3,579.46	\$3,695.73	\$3,815.79	\$3,939.76	\$4,067.75	\$4,199.87	\$4,336.33	\$4,477.21	\$4,622.67	\$4,772.81	\$4,868.26	\$4,965.64	\$5,064.95	\$5,166.26

Increase of **2.00%** effective 7/3/2022

BU 06 Salary Plan (06 A/B)

Plan	Grade	1	2	3	4	5	6	7	8	9	10	11	12	13	14
06A	01	\$1,488.36	\$1,522.14	\$1,556.70	\$1,592.35	\$1,628.82	\$1,666.25	\$1,704.63	\$1,744.15	\$1,784.58	\$1,826.20	\$1,858.56	\$1,891.66	\$1,926.12	\$1,961.60
06A	02	\$1,540.09	\$1,575.77	\$1,612.45	\$1,650.13	\$1,688.77	\$1,728.48	\$1,769.23	\$1,811.12	\$1,853.99	\$1,898.16	\$1,932.92	\$1,968.56	\$2,004.84	\$2,041.89
06A	03	\$1,588.35	\$1,626.93	\$1,666.55	\$1,707.26	\$1,749.18	\$1,792.15	\$1,836.36	\$1,881.89	\$1,929.40	\$1,978.81	\$2,015.40	\$2,052.61	\$2,090.60	\$2,129.34
06A	04	\$1,651.65	\$1,691.98	\$1,733.47	\$1,776.10	\$1,819.90	\$1,864.96	\$1,911.52	\$1,960.54	\$2,010.87	\$2,062.76	\$2,100.96	\$2,139.90	\$2,179.65	\$2,220.18
06A	05	\$1,735.22	\$1,777.75	\$1,821.47	\$1,866.49	\$1,912.95	\$1,961.90	\$2,012.19	\$2,063.88	\$2,116.92	\$2,171.58	\$2,211.92	\$2,253.09	\$2,295.06	\$2,337.91
06A	06	\$1,801.05	\$1,849.97	\$1,900.43	\$1,953.92	\$2,009.11	\$2,066.02	\$2,124.65	\$2,185.11	\$2,247.39	\$2,311.62	\$2,354.79	\$2,398.89	\$2,443.83	\$2,489.68
06A	07	\$1,880.91	\$1,934.97	\$1,991.36	\$2,049.60	\$2,109.71	\$2,171.71	\$2,235.65	\$2,301.61	\$2,369.67	\$2,439.89	\$2,485.62	\$2,532.31	\$2,579.89	\$2,628.82
06A	08	\$1,973.51	\$2,032.96	\$2,094.34	\$2,157.79	\$2,223.25	\$2,290.78	\$2,360.65	\$2,432.69	\$2,507.21	\$2,584.05	\$2,633.16	\$2,684.29	\$2,737.62	\$2,792.37
06A	09	\$2,083.36	\$2,145.41	\$2,209.45	\$2,275.56	\$2,343.83	\$2,414.20	\$2,486.89	\$2,561.87	\$2,639.98	\$2,723.07	\$2,777.63	\$2,833.10	\$2,889.73	\$2,947.55
06A	10	\$2,176.12	\$2,242.08	\$2,310.17	\$2,380.57	\$2,453.25	\$2,528.31	\$2,605.76	\$2,687.81	\$2,775.27	\$2,865.71	\$2,923.13	\$2,981.54	\$3,041.15	\$3,101.98
06A	11	\$2,309.59	\$2,377.28	\$2,447.09	\$2,519.11	\$2,593.27	\$2,671.53	\$2,754.60	\$2,841.01	\$2,930.13	\$3,022.06	\$3,082.51	\$3,144.16	\$3,207.01	\$3,271.15
06A	12	\$2,394.93	\$2,467.43	\$2,542.24	\$2,619.56	\$2,701.80	\$2,789.15	\$2,879.22	\$2,972.30	\$3,068.33	\$3,167.51	\$3,230.84	\$3,295.44	\$3,361.36	\$3,428.58
06A	13	\$2,499.09	\$2,576.00	\$2,656.60	\$2,742.46	\$2,832.40	\$2,925.19	\$3,021.15	\$3,120.18	\$3,222.42	\$3,328.05	\$3,394.66	\$3,462.49	\$3,531.77	\$3,602.41
06A	14	\$2,616.02	\$2,699.81	\$2,788.91	\$2,881.00	\$2,976.02	\$3,074.23	\$3,175.74	\$3,280.55	\$3,388.73	\$3,500.52	\$3,570.60	\$3,641.99	\$3,714.82	\$3,789.12
06A	15	\$2,747.25	\$2,836.12	\$2,927.98	\$3,022.75	\$3,120.50	\$3,221.50	\$3,325.74	\$3,433.31	\$3,544.45	\$3,659.06	\$3,732.25	\$3,807.01	\$3,883.14	\$3,960.81
06A	16	\$2,871.49	\$2,964.65	\$3,060.71	\$3,159.97	\$3,262.42	\$3,368.15	\$3,477.30	\$3,590.08	\$3,706.44	\$3,826.57	\$3,903.15	\$3,981.20	\$4,060.82	\$4,142.03
06A	17	\$2,995.68	\$3,093.37	\$3,194.30	\$3,298.51	\$3,406.09	\$3,517.26	\$3,631.92	\$3,750.42	\$3,872.77	\$3,999.12	\$4,079.08	\$4,160.69	\$4,243.92	\$4,328.79
06A	18	\$3,106.48	\$3,208.28	\$3,313.31	\$3,421.89	\$3,534.08	\$3,649.83	\$3,769.41	\$3,892.95	\$4,020.46	\$4,152.22	\$4,235.27	\$4,319.91	\$4,406.34	\$4,494.47
06A	19	\$3,240.16	\$3,345.22	\$3,453.70	\$3,565.64	\$3,681.30	\$3,800.61	\$3,923.88	\$4,050.96	\$4,182.36	\$4,317.99	\$4,404.34	\$4,492.45	\$4,582.29	\$4,673.94
06A	20	\$3,364.88	\$3,474.30	\$3,587.37	\$3,704.04	\$3,824.55	\$3,948.99	\$4,077.47	\$4,210.09	\$4,347.06	\$4,488.44	\$4,578.23	\$4,669.79	\$4,763.20	\$4,858.47
06A	21	\$3,500.97	\$3,614.97	\$3,732.73	\$3,854.30	\$3,979.74	\$4,109.43	\$4,243.23	\$4,381.41	\$4,524.11	\$4,671.49	\$4,764.89	\$4,860.21	\$4,957.42	\$5,056.57
06A	22	\$3,651.05	\$3,769.64	\$3,892.11	\$4,018.56	\$4,149.11	\$4,283.87	\$4,423.06	\$4,566.75	\$4,715.12	\$4,868.27	\$4,965.63	\$5,064.95	\$5,166.25	\$5,269.59

Salary charts for BU 06's TPLs

with an increase of 2.50% **effective 7/5/2020**

Plan	Grade	Min Annual Rate	Max Annual Rate
E81	01	\$65,315.146	\$100,186.138
EAQ	01	\$71,759.662	\$134,714.684

Salary charts for BU 06's TPLs

with an increase of 2.00% **effective 7/4/2021**

Plan	Grade	Min Annual Rate	Max Annual Rate
E81	01	\$66,621.449	\$102,189.861
EAQ	01	\$73,194.855	\$137,408.978

Salary charts for BU 06's TPLs

with an increase of 2.00% **effective 7/3/2022**

Plan	Grade	Min Annual Rate	Max Annual Rate
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E81	01	\$67,953.867	\$104,233.651
EAQ	01	\$74,658.759	\$140,157.166